

# Command Leadership For Field Training Officers In Challenging Times

*(A Must Training For F.T.O. Supervisors and F.T.O. Officers)*

**Risk Management:** The Field Training Officer program traditionally exist largely for the purpose of limiting an agency's liability due to poor training or lack of training. Training must be effective in order to be successful. During this period, we will discuss the cost of *not* training in addition to negligent retention. To help prepare for the future, we will discuss relevant case law to reduce our liability risk.

**Performance Evaluations:** During this time period, we will discuss the importance of documenting, performance objectives.

**Field Training Operations:** During this period, we will discuss the need to infuse community policing problem-solving skills into training. In addition, we will tackle current issues in police operations, to help new recruits in responding to calls for service.

**Field Training Scenarios:** Each FTO must prepare their recruit with potential situations to gauge a response. During this session, we will discuss different scenario to help improve decision-making.

**Homeland Security/Incident Command:** Preparing for challenging times we must incorporate homeland security. With the unsettling world we live in, local law enforcement must prepare for the possibility of a terrorist attack. During this period, we will discuss the officer's role and the importance of incident command.

**Moot Court:** During this time period, we will discuss the importance of preparing to testify in court. Too often, many recruits are left to testify without their Field Training Officer.

**Final Check Ride:** During this time period, we will discuss activities to help prepare the trainee for regular duty assignment.

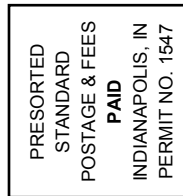
## Upon Completion:

At the end of this training session, the participant will have a working knowledge of how to:

- ✓ Deal with the problem behavior
- ✓ Turn learning goals into actual work situations
- ✓ Explain the FTO's role in policing
- ✓ Become a better decision maker

In addition, the participant will become familiarized with:

- ✓ Dynamics of Leadership
- ✓ Answering calls while training a recruit
- ✓ Performance Evaluations
- ✓ Risk Management



**Public Agency Training Council**

5235 Decatur Blvd  
Indianapolis, Indiana 46241

Phone: 1-800-365-0119

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July 10, 11 & 12, 2018 • Columbus, Ohio

# Public Agency Training Council

*Mark Waterfill, President*



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Sponsored By:

## Columbus Police Department

Columbus, Ohio

## Training Seminar Command Leadership for Field Training Officers in Challenging Times

*(A Must Training For F.T.O. Supervisors and F.T.O. Officers)*

### Who Should Attend:

Mid-level Managers, Field Training Officers, Field Training Supervisors,  
Human Resource Managers, and Academy Training Directors

### Instructor:

**Mike J. Coker, Sgt. (Retired)**

**Sergeant Mike J. Coker (Retired)** brings a motivational style of lecture to classes and speaking engagements across the Nation on the topics of Leadership/Supervision and Domestic Violence issues. Mike served as a police officer for 20 years in the Portsmouth, Virginia Police Department. Mike held several supervisory assignments during his tenure: Field Training Officer, Uniform Patrol Supervisor, Homicide and Robbery Squad Commander, Domestic Violence / Sex Crimes Supervisor, School Resource Supervisor, Robbery Task Force Squad Commander, Shift Commander, and Administrative Assistant to the Chief of Police. Mike is a graduate of Virginia Polytechnic Institute, Sorensen Institute for Political Leadership at the University of Virginia, and the State University Leadership Course at Pamplin College - Sponsored by the Virginia Police Chief's Association in Blacksburg, Virginia.

Mike's teaching experience includes: The Polaroid Corporation, United States Postal Service, U.S. Attorney's Office - Northern Mississippi District, Las Vegas Metropolitan Police, Idaho P.O.S.T., Miami-Dade Police Department, Idaho Governor's Task Force, Suffolk County Long Island, New York, Virginia Juvenile Court Judges, Virginia Department of Criminal Justice Services, TCLEOSE, Academy of Criminal Justice Services, Eastern Virginia Medical School, St. Louis County Police Training Academy, The U.S. Virgin Island Police, the Island of Maui and Hilo Hawaii Police Departments, Col. Henry F. Williams Homicide Seminar hosted by New York State Police, to name a few. Mike is a past Board of Directors member of Help Emergency Response (HER) - a local battered women's shelter in Portsmouth, Virginia.

## July 10, 11 & 12, 2018

Columbus, Ohio

Register online at: [www.patc.com](http://www.patc.com)

# Command Leadership for Field Training Officers in Challenging Times

(A Must Training For F.T.O. Supervisors and F.T.O. Officers)

## Course Objectives:

The **Field Training Officer Program** is a nationally recognized system of training that has been adopted by many departments across the country. Order maintenance can no longer be the only function of policing. A variety of community policing skills, and preparing for homeland security has to be included in today’s training.

Without question, the Field Training Officer is the **key** component to retaining competent and committed officers. Too often, the Field Training Officer’s value is overlooked in the police organization. Because of their enormous responsibility, senior leadership must begin to take the Field Training Officer program serious. It is critical that we put more time in developing our Field Training Officers. Why, because they are responsible for shaping our future leaders. It is Mike’s hope to share some innovative ideas to help bring value back to the most important role in policing, the **Field Training Officer**.

**Mission and Vision Statement:** The mission and vision statement is the blueprint for the organization. During this period, we will discuss the importance of knowing your mission and vision statements. It is imperative that each Field Training Officer understands the importance of their existence in the organization.

**Organizational Structure:** It is critical that each Field Training Officer understands their value to the future success of the organization. It starts with have a keen understanding of the role and job function of the FTO.

**Dynamics of Leadership:** During the time allotted, we will discuss points to emphasize the Role of Leadership, and innovative theories of understanding people. Because business and people are always evolving, we will focus on the need to improve in the area of emotional intelligence, in addition to Leadership ethics. .

**Dealing with Problem Behavior:** Regardless of how much pre-screening, there will be a recruit who has not grasped the learning curve. During this session will uncover some innovative strategies concerning adult learning. In addition, we will discuss how different generations bring different ideas and work ethic to the workplace.

**Burnout:** Training too many recruits in a calendar year can be stressful. During this period, we will reveal strategies to prevent burnout.

## Seminar Agenda

### Command Leadership for Field Training Officers in Challenging Times

(A Must Training For F.T.O. Supervisors and F.T.O. Officers)

#### July 10, 11 & 12, 2018 • Columbus, Ohio

<b>Tuesday, July 10, 2018</b>	
8:00 a.m.— 8:30 a.m.	<b>Registration</b>
8:30 a.m.—9:30 a.m.	Mission and Vision Statement <ul style="list-style-type: none"><li>• Understanding the Blueprint for the Organization</li><li>• The Impact of the Field Training Officer Program</li></ul>
930 a.m.—1200 p.m.	Organizational Structure <ul style="list-style-type: none"><li>• Role and Duty of:<ul style="list-style-type: none"><li>- Field Training Coordinator</li><li>- Field Training Officer</li></ul></li><li>• Is there is an Incentive to being a Field Training Officer?</li><li>• Expectations of the FTO</li></ul> Dynamics of Leadership <ul style="list-style-type: none"><li>• The Power of Influence</li><li>• Basic Skills and Knowledge to Be a Field Training Officer</li><li>• The Pygmalion Effect</li><li>• Emotional Intelligence</li><li>• Leadership Ethics</li><li>• Setting Basic Goals and Expectations for the <i>Recruit</i></li></ul>
12:00 p.m.—1:00 p.m.	<b>Lunch (On Your Own)</b>
1:00 p.m.—5:00 p.m.	Dealing With Problem Behavior <ul style="list-style-type: none"><li>• Motivation</li><li>• Creating a Positive Work Environment</li><li>• Problem Solving</li><li>• Misunderstandings of Policies, Rules, and Procedures</li><li>• Personality Conflicts</li></ul> Burnout <ul style="list-style-type: none"><li>• Dealing with Stress</li><li>• Handling Back-to-Back <i>recruits</i></li><li>• Rotating Assignments</li></ul>
<b>Wednesday, July 11, 2018</b>	
8:00 a.m.—9:00 a.m.	Risk Management <ul style="list-style-type: none"><li>• Leadership Liability – Case Law (<i>Canton v Harris</i>)</li><li>• Negligent Retention</li><li>• Risk Management via Decision Making</li><li>• Document, Document, Document</li></ul>
9:00 a.m.—12:00 p.m.	Performance Evaluations <ul style="list-style-type: none"><li>• Learning Goals</li><li>• Performance Objectives</li><li>• Daily Activity Reports</li><li>• Terminating Based on Performance</li></ul>
12:00 p.m.—1:00 p.m.	<b>Lunch (On Your Own)</b>
1:00 p.m.—5:00 p.m.	Field Training Operations <ul style="list-style-type: none"><li>• Academy Training vs. Field Training</li><li>• Answering Calls for Service</li><li>• Report Writing</li><li>• Community Policing Problem Solving Skills</li><li>• Decision Making process</li></ul>
<b>Thursday, July 12, 2018</b>	
8:00 a.m.—10:00 a.m.	Moot Court <ul style="list-style-type: none"><li>• Receiving Subpoena’s to Testify</li><li>• Courtroom Testimony</li></ul>
10:00 a.m.—12:00 p.m.	Field Training Scenarios <ul style="list-style-type: none"><li>• Practical Scenarios to enhance learning</li><li>• Homeland Security/Incident Command</li></ul> Final Check Ride <ul style="list-style-type: none"><li>• List of Activities Every <i>Recruit</i> Should Know</li><li>• Completion of Required Performance Objectives</li><li>• Releasing the Recruit</li><li>• Transitioning to Regular Duty Status</li></ul> Operational Checklist <ul style="list-style-type: none"><li>• Use of Force</li><li>• Vehicle Pursuit Plan</li><li>• Managing Crime Scenes</li><li>• Missing Child</li></ul>
12:00 p.m.	<b>Certificate Presentation</b>

Cut Along Dotted Line

3 Ways to Register for a Seminar!

1. **Register Online** at [www.patc.com](http://www.patc.com) — Yellow link in upper left corner

2. **Fax Form** to Public Agency Training Council **FAX: 1-317-821-5096**

3. **Mail Form** to

Public Agency Training Council  
5235 Decatur Blvd  
Indianapolis, Indiana 46241

**\*NEW** Federal ID# 47-4078912 **\*NEW**

\*\*\* Pre-payment is not required to register \*\*\*

Upon receiving your registration we will send an invoice to the department or agency .

Checks, Claim Forms, Purchase Orders should be made payable to:  
**Public Agency Training Council**

If you have any questions please call  
**317-821-5085 (Indianapolis)**  
**800-365-0119 (Outside Indianapolis)**

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Seminar Title:

Field Training Officer—Leadership

Instructor:

Mike J. Coker

Seminar Location:

Columbus, Ohio Division of Police Training Academy  
1000 North Hague Avenue  
Columbus, Ohio 43204-2121

When:

July 10, 11 & 12, 2018

Registration Time:

8:00 A.M. (July 10, 2018)

Hotel Reservations:

Drury Inn  
88 East Nationwide Blvd  
Columbus, Ohio 43215  
1-614-221-7008  
\$88.00 Single or Double (plus tax)

Registration Fee:

\$325.00 Includes Command Leadership For Field Training Officers In Challenging Times Course Material, Coffee Breaks, and Certificate of Completion.

Seminar ID

#15363

Note: To receive discount room rates, identify yourself with **Columbus Police Training Group #2324028**

Names of Attendees

1. \_\_\_\_\_

2. \_\_\_\_\_

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Agency

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Invoice To Attn:

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(Must Be Completed)

Address

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